

All benefits listed above are subject to change, and involve more details than are listed below.

See your site administrator for more current and thorough information, or go to

<http://www.sfarchdiocese.org/about-us/departments-and-offices/human-resources/information-for-new-employees/>

ARCHDIOCESAN EMPLOYEE BENEFITS

- Medical, Dental, Vision and Life Insurance * (Priests, Religious, Lay)
Medical—Kaiser HMO, Anthem Blue Cross EPO, Anthem Blue Cross PPO
Dental—through an Archdiocese of San Francisco self-insured plan, allowing employees and eligible dependents signed up for medical insurance to choose any dentist and be reimbursed for 80-90% of usual and customary fees up to \$1750/yr with qualifications
Vision—Covered for all employees. Kaiser HMO eligible dependents are covered; Anthem Blue Cross EPO and PPO eligible dependents are not covered
Life-- \$10,000 at no cost to employee, plus option for supplemental life insurance
^Ask your Site Administrator for info on enrolling in benefits online...
- Parochial Pension Plan * (Lay)
Presently, 7% of annual wages after the first year and 7% interest on the account balance, with vesting starting at 3 years and full vesting at 7 years
- Tax Sheltered Annuity – Archdiocesan 403(b) Plan * (Priests, Lay)
A voluntary pre-tax savings plan for retirement
- Flexible Spending Account – Section 125 & Section 132 * (Priests, Lay)
Pre-tax set aside for unreimbursed Medical/Dependent Care expenses, and public transportation/parking expenses
- Paid Leave * (Priests, Religious, Lay)
Holidays, vacation & sick leave as determined at each site
- Long Term Disability (LTD) * (Lay)
Income protection at 66% of monthly salary for covered illnesses or injuries up to \$4K monthly
- Employee Assistance Program (EAP) (Priests, Religious, Lay)
All employees & their immediate families may access EAP for 24/7 hotline, up to 8 free counseling sessions per issue per year per person, and more
- Employer Paid Health Insurance Premium * (Lay)
Archdiocese will pay an employee's COBRA premium during authorized medical leaves
- Catholic Cemetery Burial Benefit (Lay)
Full and part time active and retired employees are eligible for a 10% discount
- Family Medical Leave Act (FMLA) * (Lay)
- California Paid Family Leave (PFL) (Lay)
- COBRA * (Priests, Religious, Lay)
Employee may carry health insurance at own expense upon termination of Health Plan Benefit
- State Disability Insurance (SDI) (Lay)
Non work-related injury or illness
- State Unemployment Insurance (SUI) (Lay)
- Social Security/Medicare (FICA) (Priests, Lay)
- Workers Compensation (Lay)
Work-related illness or injury; employee must use employer approved clinic
- Provident & Patelco Credit Union (Priests, Religious, Lay)

* **Eligibility:** Employees who regularly work 20 or more hours per week